DOCUMENT RESUME

ED 320 527 HE 023 773

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TITLE Salary-Trend Studies of Faculty for the Years 1985-86 and 1988-89 in the following Disciplines: Nursing; Philosophy and Religion; Physical Education; Physical Sciences; Physics; Political Science and Government; Psychology; Reading Education; Secretarial and Related Programs; Social Sciences; Sociology; Special Education; Student Counseling and Personnel Services; Teacher Education; General Programs; and Visual and Performing Arts.
INSTITUTION Appalachian State Univ., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.
PUB DATE Dec 89
NOTE 227p.; For other volumes in this set, see HE 023 771-772.
PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01/PC10 Plus Postage.
DESCRIPTORS *Academic Rank (Professional); *College Faculty; Comparative Analysis; Counseling; Departments; Full Time Faculty; Higher Education; *Intellectual Disciplines; Nursing; Office Occupations; Philosophy; Physical Education; Physical Sciences; Physics; Political Science; Private Colleges; Psychology; Public Colleges; Reading Instruction; Religion; Social Sciences; Sociology; Special Education; Student Personnel Services; Teacher Education; *Teacher Salaries; Theater Arts; *Trend Analysis; Visual Arts

ABSTRACT

The volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 700 colleges and universities. The following 15 disciplines are included: nursing, philosophy and religion, physical education, physical sciences, physics, political science and government, psychology, reading education, secretarial and related programs, social sciences, sociology, special education, student counseling and personnel services, teacher education, general programs, and visual and performing arts. Presented for each discipline is a summary of the overall average salary increases between the baseline year of 1985-86 and 1988-89 for both state and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage as well as comparisons with other disciplines. The participating institutions are listed. (DB)

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SALARY-TREND STUDIES OF FACULTY FOR THE YEARS 1985-86 AND 1988-89 IN THE FOLLOWING DISCIPLINES/MAJOR FIELDS:

Nursing; Philosophy and Religion; Physical Education; Physical Sciences; Physics; Political Science and Government; Psychology; Reading Education; Secretarial and Related Programs; Social Sciences; Sciology; Special Education; Students Counseling and Personnel Services; Teacher Education, General Programs; and Visual and Performing Arts

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TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

by

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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, DC, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines/major fields, 15 of which are included herein in alphabetical order. The disciplines/major fields were chosen from among those defined by the Higher Education General Information Survey (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. Each of the 15 disciplines/major fields presents a summary of the overall average salary increases in that discipline/major field from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA'S STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 15 individual disciplines/major fields for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 15 individual disciplines/major fields between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 45 selected academic disciplnes/major fields studied is found in Appendix A of each disciplne/major field included herein, and the list of all participating senior colleges and universities is found in Appendix B of each discipline/major field included herein.

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SALARY-TREND STUDY OF FACULTY IN NURSING FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Fredel T. Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including nursing. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of nursing in the CIP is as follows:

> An instructional program that generally describes the techniques and procedures for providing care for sick, disabled, infirm, or other individuals, including the administration of medication and treatments, assisting a physician during treatments and examinations, and planning education for health maintenance.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 101.--18.11)]

This article presents a summary of the overall average salary increases in

the discipline/major field of nursing from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of nursing faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty member are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .22 for associate professor of nursing in the 1985-86 state study means that 22 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of nursing in the 1985-86 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of nursing with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:								NURSING										
AVERAGE SALARY:	38810	115	59	30599	429	113	24929	948	124	23645	91	51	21417	430	86	26239	1922	129
FAC MIX PCT:	0.06			0.22			0.49			0.05			0.22			1.00		
SALARY FACTOR:	1.02			0.98			0.96			0.94			1.03			0.84		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:								NURSING										
AVERAGE SALARY:	45513	130	65	34948	458	116	29378	978	121	27258	114	66	24323	316	77	30999	1882	128
FAC MIX PCT:	0.07			0.24			0.52			0.06			0.17			1.00		
SALARY FACTOR:	1.02			0.96			0.97			0.93			1.03			0.85		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:								NURSING										
AVERAGE SALARY:	35139	86	43	27537	281	83	22563	705	101	21948	69	39	19082	266	66	23723	1338	108
FAC MIX PCT:	0.06			0.21			0.53			0.05			0.20			1.00		
SALARY FACTOR:	0.92			0.94			0.94			0.94			0.98			0.80		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:								NURSING										
AVERAGE SALARY:	39612	82	48	30579	260	78	25872	538	97	24671	39	29	22240	178	56	27482	1058	105
FAC MIX PCT:	0.08			0.25			0.51			0.04			0.17			1.00		
SALARY FACTOR:	0.88			0.88			0.91			0.88			0.98			0.78		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 129 of the 202 state (AASCU) institutions. The average salary of the 1,922 faculty was $26,239. This average salary was approximately 16 percent (0.84) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of nursing was reported in 128 of the same 202 state (AASCU) institutions. The average salary of the 1,882 faculty was $30,999. This average salary was approximately 15 percent (0.85) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in nursing after three years in the state institutions studied was 18.1 percent ($30,999 minus $26,239 equals $4,760). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.5 percent or an average of 2.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of nursing (18.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.2 percent (18.1% minus 16.9% equals 1.2%) less than faculty in the discipline/major field of nursing.

The reader may note that the faculty mix percentage in nursing is lower at

the professor rank than at the assistant professor rank in both the state studies: 0.06 vs 0.49 (1985-86) and 0.07 vs 0.52 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to nursing in both of the state studies.

Finally, the hiring rate of new assistant professors in nursing is high in the state studies: 4.7 percent (91/1,922) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in nursing in 1988-89 was 6.1 percent (114/1,882) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of nursing is more than for ALL MAJOR FIELDS in both the state studies of 1985-86 and 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 108 of the 259 private institutions. The average salary of the 1,338 faculty was $23,723. This average salary was approximately 20 percent (0.80) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of nursing was reported in 105 of the same 259 private institutions. The average salary of the 1,058 faculty was $27,482. This average salary was approximately 22 percent (0.78) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in nursing after three years in the private institutions studied was 15.8 percent ($27,482 minus $23,723 equals $3,759). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.2 percent or 1.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of nursing (15.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.1 percent (17.9% minus 15.8% equals 2.1%) more than faculty in the discipline/major field of nursing.

In the discipline/major field of nursing, the reader may note that the faculty mix percentage at the professor rank is much less than at the assistant professor rank in the private studies: 0.06 vs. 0.53 (1985-86), respectively; and 0.08 vs. 0.51 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to nursing in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in nursing was greater than the hiring rate in ALL MAJOR FIELDS in the 1985-86 private study, 5.2 percent (69/1,338) vs. 4.5 percent (1,204/ 27,049), respectively. The opposite is true in 1988-89, 3.7 percent (39/1,058) vs. 4.8 percent (1,388/28,627), respectively. In conclusion the hiring rate in the discipline/major field of nursing exceeds ALL MAJOR FIELDS in the 1985-86 private study. Conversely, in the 1988-89 private study the hiring rate in ALL

MAJOR FIELDS is greater.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of nursing and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,200 faculty in the discipline/major field of nursing participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of nursing is currently (1988-89) some 15 and 22 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for nursing in the private institutions was approximately 11 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) approximately 13 percent lower in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in nursing, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Nursing faculty salary increases in the private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period and just the

opposite occurred in the state institutions. Nursing faculty were barely ahead of faculty in ALL MAJOR FIELDS.

Third, in the "new" discipline/major field of nursing the assistant professor rank has a greater percentage compared to full and associate professor ranks for both the state and private studies. The full professor rank appears to be increasing slightly more rapidly in the state institutions, in comparison to the private institutions. It seems a smaller percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in nursing, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Fredel T. Reighard is coordinator of the Nursing Education Options Program at Caldwell Community College and Technical Institute, Lenoir, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN PHILOSOPHY AND RELIGION FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Linda Wilson

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including philosophy and religion. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of philosophy and religion in the CIP is as follows:

> A summary of groups of instructional programs that describe the critical examination of the categories for describing reality, the nature and contexts of human experience, the methodology of rational inquiry and criteria of practice (philosophy); and the investigation of organized forms, beliefs, and practices related to eternal principles or transcendent spiritual entities (religion).*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 127-8.--38.)]

This article presents a summary of the overall average salary increases in

the discipline/major field of philosophy and religion from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of philosophy and religion faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of philosophy and religion in the 1985-86 state study means that 35 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.93 for assistant professors in the discipline/major field of philosophy and religion in the 1985-86 state study means that their salaries are 7 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of philosophy and religion with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							PHILOSOPHY AND RELIGION											
AVERAGE SALARY:	37697	304	106	30344	255	104	23971	165	82	21361	28	27	19871	9	8	31830	733	135
FAC MIX PCT:	0.41			0.35			0.23			0.04			0.01			1.00		
SALARY FACTOR:	0.99			0.98			0.93			0.85			0.96			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
PUBLIC, 1988-89:							PHILOSOPHY AND RELIGION											
AVERAGE SALARY:	44110	336	106	34855	238	93	28531	160	85	27221	25	22	22813	16	12	37395	750	134
FAC MIX PCT:	0.45			0.32			0.21			0.03			0.02			1.00		
SALARY FACTOR:	0.99			0.96			0.94			0.93			0.97			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							PHILOSOPHY AND RELIGION											
AVERAGE SALARY:	34512	505	185	27589	378	155	22242	318	147	20721	49	41	18460	44	40	28708	1245	231
FAC MIX PCT:	0.41			0.30			0.26			0.04			0.04			1.00		
SALARY FACTOR:	0.90			0.94			0.92			0.88			0.95			0.96		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							PHILOSOPHY AND RELIGION											
AVERAGE SALARY:	40395	521	190	31869	362	169	25781	310	148	25115	55	43	21086	39	36	33601	1232	235
FAC MIX PCT:	0.42			0.29			0.25			0.04			0.03			1.00		
SALARY FACTOR:	0.90			0.92			0.90			0.89			0.93			0.96		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 135 of the 202 state (AASCU) institutions. The average salary of the 733 faculty was $31,830. This average salary was approximately 2 percent (1.02) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of philosophy and religion was reported in 134 of the same 202 state (AASCU) institutions. The average salary of the 750 faculty was $37,395. This average salary was approximately 2 percent (1.02) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in philosophy and religion after three years in the state institutions studied was 17.5 percent ($37,395 minus $31,830 equals $5,565). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.9 percent or an average of 2.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of philosophy and religion (17.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.6 percent (17.5% minus 16.9% equals 0.6%) less than faculty in the discipline/major field of philosophy and religion.

The reader may note that the faculty mix percentage in philosophy and religion is higher at the professor rank than at the assistant professor rank in both the state studies: 0.41 vs 0.23 (1985-86) and 0.45 vs 0.21 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to philosophy and religion in both of the state studies.

Finally, the hiring rate of new assistant professors in philosophy and religion was equal in the 1985-86 state study in comparison to that of ALL MAJOR FIELDS: 3.8 percent (28/733) vs. 3.7 percent (1,932/51,525), respectively. However, the hiring rate of new assistant professors in philosophy and religion in 1988-89 was lower than ALL MAJOR FIELDS: 3.3 percent (25/750) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 231 of the 259 private institutions. The average salary of the 1,245 faculty was $28,708. This average salary was approximately 4 percent (0.96) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of philosophy and religion was reported in 235 of the same 259 private institutions. The average salary of the 1,232 faculty was $33,601. This average salary was approximately 4 percent (0.96) lower than the average salary

of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in philosophy and religion after three years in the private institutions studied was 17 percent ($33,601 minus $28,708 equals $4,893). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.4 percent or 2.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of philosophy and religion (17%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.9 percent (17.9% minus 17% equals 0.9%) more than faculty in the discipline/major field of philosophy and religion.

In the discipline/major field of philosophy and religion, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.41 vs. 0.26 (1985-86), respectively; and 0.42 vs. 0.25 (1988-89), respectively. This is different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to philosophy and religion in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in philosophy and religion in the 1985-86 private study exceeded the hiring rate in ALL MAJOR FIELDS, 3.9 percent (49/1,245) vs. 4.5 percent (1,204/27,049), respectively. Conversely, in the 1986-87 private study the hiring rate was higher in ALL MAJOR FIELDS, 4.5 percent (55/1,232) vs. 4.8

percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of philosophy and religion and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,960 faculty in the discipline/major field of philosophy and religion participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of philosophy and religion is currently (1988-89) some 2 percent above in the state institutions and 4 percent below in the private institutions of the overall faculty salary factor of ALL MAJOR FIELDS. The average faculty salary for philosophy and religion in the private institutions was approximately 11 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 11 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in philosophy and religion, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increase of the philosophy and religion faculty salaries in the state institutions exceeded faculty in ALL MAJOR FIELDS during

this same period, whereas philosophy and religion faculty salaries in the private institutions lagged behind ALL MAJOR FIELDS. Philosophy and religion faculty in the private institutions have some catching up to do in salary in comparison to faculty in ALL MAJOR FIELDS.

Third, in the discipline/major field of philosophy and religion the full professor rank has a greater percentage compared to the assistant professor rank for both the state and private studies. The full professor rank appears to be increasing at a greater rate in the state institutions compared to the private institutions. It seems a smaller percentage of new assistant professors are being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in philosophy and religion, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Linda T. Wilson is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lycoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN PHYSICAL EDUCATION FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Kevin Burke

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including physical education. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of physical education in the CIP is as follows:

> An instructional program that describes the theories, methods, and techniques involved in teaching the subject matter of physical education.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 71.--13.1314.)]

This article presents a summary of the overall average salary increases in the discipline/major field of physical education from the "baseline year" of

1985-86 to and including the "trend year" of 1988-89 for both state and private intitutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of physical education faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of physical education in the 1985-86 state study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.00 for assistant professors in the discipline/major field of physical education in the 1985-86 state study means that their salaries are approximately the same as the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physical education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							PHYSICAL EDUCATION											
AVERAGE SALARY:	37310	530	143	30657	612	159	25917	737	167	23459	57	36	21669	386	123	29139	2265	179
FAC MIX PCT:	0.23			0.27			0.33			0.03			0.17			1.00		
SALARY FACTOR:	0.98			0.99			1.00			0.94			1.04			0.93		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							PHYSICAL EDUCATION											
AVERAGE SALARY:	43276	501	143	35852	572	150	29826	700	159	26728	62	48	24368	366	112	33653	2139	174
FAC MIX PCT:	0.23			0.27			0.33			0.03			0.17			1.00		
SALARY FACTOR:	0.97			0.98			0.98			0.91			1.04			0.92		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							PHYSICAL EDUCATION											
AVERAGE SALARY:	33642	135	79	27410	245	116	23400	303	122	20928	18	16	18852	169	74	25273	852	173
FAC MIX PCT:	0.16			0.29			0.36			0.02			0.20			1.00		
SALARY FACTOR:	0.88			0.93			0.97			0.89			0.97			0.85		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							PHYSICAL EDUCATION											
AVERAGE SALARY:	39395	127	76	31890	263	117	26294	267	115	24379	23	19	21547	164	80	29165	821	166
FAC MIX PCT:	0.15			0.32			0.33			0.03			0.20			1.00		
SALARY FACTOR:	0.88			0.92			0.92			0.87			0.95			0.83		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of physical education was reported in 179 of the 202 state (AASCU) institutions. The average salary of the 2,265 faculty was $29,139. This average salary was approximately 7 percent (0.93) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of physical education was reported in 174 of the same 202 state (AASCU) institutions. The average salary of the 2,139 faculty was $33,653. This average salary was approximately 8 percent (0.92) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in physical education after three years in the state institutions studied was 15.5 percent ($33,653 minus $29,139 equals $4,514). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.9 percent or an average of 1.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of physical education (15.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.4 percent (16.9% minus 15.5% equals 1.4%) more than faculty in the discipline/major field of physical education.

The reader may note that the faculty mix percentage in physical education is equal at the professor rank and the assistant professor rank in both the

state studies: 0.23 vs. 0.33 (1985-86) and 0.23 vs. 0.33 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to physical education in both of the state studies.

Finally, the hiring rate of new assistant professors in physical education is low in the state studies in both 1985-86: 2.5 percent (57/2,265) vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS and 1988-89: 2.9 percent (62/2,139) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS. In other words the hiring rate in the discipline/major field of physical education is less than for ALL MAJOR FIELDS in both of the state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of physical education was reported in 173 of the 259 private institutions. The average salary of the 852 faculty was $25,273. This average salary was approximately 15 percent (0.85) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/ major field of physical education was reported in 166 of the same 259 private institutions. The average salary of the 821 faculty was $29,165. This average salary was approximately 17 percent (0.83) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in physical education after three years in the private institutions studied was 15.4 percent ($29,165 minus $25,273 equals $3,892). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.8 percent or 1.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of physical education (15.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (17.9% minus 15.4% equals 2.5%) more than faculty in the discipline/major field of physical education.

In the discipline/major field of physical education, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.16 vs. 0.36 (1985-86), respectively; and 0.15 vs. 0.33 (1988-89), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86). respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to physical education in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in physical education in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 2.1 percent (18/852) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 2.8 percent (23/821) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of physical education lagged behind ALL MAJOR FIELDS in both the private studies.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of physical education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,077 faculty in the discipline/major field of physical education participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of physical education is currently (1988-89) some 8 and 17 percent below the faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for physical education in the private institutions was 15 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) still at 15 percent less in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in physical education, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increase of the physical education faculty in both the state and private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. Physical education faculty in both the state and

private institutions have some catching up to do in salary in comparison to ALL MAJOR FIELDS.

Third, in the discipline/major field of physical education the assistant professor rank has a greater percentage compared to the full professor rank for both the private studies. The full professor rank appears to be increasing at a similar rate in both the state and private institutions. It seems a slightly higher percentage of new assistant professors is being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in physical education, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Kevin Burke is assistant professor of sports psychology at Illinois State University, Normal, Illinois.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATIONS

COMMUNICATIONS TECHNOLOGIES

COMPUTER AND INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN PHYSICAL SCIENCES FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Linda T. Wilson

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including physical sciences. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of physical sciences in the CIP is as follows:

> An instructional program that generally describes the major topics, concepts, processes, and interrelationships of nonliving matter and associated phenomena.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National center for Education Statistics, [1985], p. 129.--40.0101.)]

This article presents a summary of the overall average salary increases in the discipline/major field of physical sciences from the "baseline year" of

1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of physical sciences faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increase is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of physical sciences in the 1985-86 state study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.97 for assistant professors in the discipline/major field of physical sciences in the 1985-86 state study means that their salaries are 3 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physical sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							PHYSICAL SCIENCE											
AVERAGE SALARY:	37367	186	44	30619	122	36	25121	103	37	23538	15	11	22108	19	11	31845	430	52
FAC MIX PCT:	0.43			0.28			0.24			0.03			0.04			1.00		
SALARY FACTOR:	0.98			0.99			0.97			0.94			1.06			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							PHYSICAL SCIENCES											
AVERAGE SALARY:	43655	200	43	34203	130	42	29227	100	38	27473	16	14	22805	18	13	36853	448	51
FAC MIX PCT:	0.45			0.29			0.22			0.04			0.04			1.00		
SALARY FACTOR:	0.98			0.94			0.96			0.94			0.97			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							PHYSICAL SCIENCES											
AVERAGE SALARY:	34470	41	21	26405	30	19	22375	28	18	20079	7	6	17257	5	4	28059	104	43
FAC MIX PCT:	0.39			0.29			0.27			0.07			0.05			1.00		
SALARY FACTOR:	0.90			0.90			0.93			0.86			0.89			0.94		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							PHYSICAL SCIENCES											
AVERAGE SALARY:	48442	106	15	36550	65	20	27389	64	19	26255	8	6	23329	15	2	38453	250	35
FAC MIX PCT:	0.42			0.26			0.26			0.03			0.06			1.00		
SALARY FACTOR:	1.08			1.06			0.96			0.93			1.03			1.10		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 52 of the 202 state (AASCU) institutions. The average salary of the 430 faculty was $31,845. This average salary was approximately 2 percent (1.02) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of physical sciences was reported in 51 of the same 202 state (AASCU) institutions. The average salary of the 448 faculty was $36,853. This average salary was approximately 1 percent (1.01) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the physical sciences after three years in the state institutions studied was 15.7 percent ($36,853 minus $31,845 equals $5,008). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.1 percent or an average of 1.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of physical sciences (15.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.2 percent (16.9% minus 15.7% equals 1.2%) more than faculty in the discipline/major field of physical sciences.

The reader may note that the faculty mix percentage in the physical sciences was higher at the professor rank than at the assistant professor rank

in both of the state studies: 0.43 vs. 0.24 (1985-86), respectively; and 0.45 vs. 0.22 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to the physical sciences in both of the state studies.

Finally, the hiring rate of new assistant professors in physical sciences was less than the hiring rate of new assistant professors in ALL MAJOR FIELDS in the 1985-86 state study: 3.5 percent (15/430) vs. 3.7 percent (1,932/51,525), respectively. Also, the hiring rate of new assistant professors in ALL MAJOR FIELDS in the 1988-89 state study was greater than the hiring rate of new assistant professors in physical sciences: 3.6 percent (16/448) vs. 4.7 percent (2,573/54,552), respectively. In other words the hiring rate in the discipline/major field of physical sciences was less than ALL MAJOR FIELDS in both state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 43 of the 259 private institutions. The average salary of the 104 faculty was $28,059. This average salary was approximately 6 percent (0.94) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of physical sciences was reported in 35 of the same 259 private institutions. The average salary of the 250 faculty was $38,453. This average

salary was approximately 10 percent (1.10) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in the physical sciences after three years in the private institutions studied was 37.0 percent ($38,453 minus $28,059 equals $10,394). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 26.4 percent or 8.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of physical sciences (37.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 19.1 percent (37.0% minus 17.9% equals 19.1%) less than faculty in the discipline/major field of physical sciences.

In the "old" discipline/major field of physical sciences, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.39 vs. 0.27 (1985-86), respectively; and 0.42 vs. 0.26 (1988-89), respectively. This is very different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physical sciences in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 6.7 percent (7/104) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 3.2 percent (8/250) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of physical sciences was higher than ALL MAJOR FIELDS in

the private study of 1985-86 but lower in the current study.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of physical sciences and compared that information with ALL MAJOR FIELDS fields over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,232 faculty in the discipline/major field of physical sciences participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of physical sciences is currently (1988-89) 2 and 10 percent above the faculty salary factor of ALL MAJOR FIELDS in the state and private studies, respectively. The average faculty salary for physical sciences in the private institutions was approximately 7 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 4 percent more in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in the physical sciences, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increases of the physical sciences faculty in the state institutions lagged behind faculty in ALL MAJOR FIELDS during this

same period. Conversely, in the private institutions the physical science faculty salaries were considerably ahead of faculty in ALL MAJOR FIELDS. Physical sciences faculty in the state institutions have some catching up to do in salary in comparison with their colleagues in the private institutions.

Third, in the discipline/major field of physical sciences the full professor rank exceeded the assistant professor rank in both the state and private studies. The full professor rank appears to be increasing at the same rate in both the state and the private institutions. It seems a smaller percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in physical sciences, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN PHYSICS

FOR THE YEARS

1985-86 AND 1988-89

By
Richard D. Howe
and J. William Byrd

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including physics. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of physics in the CIP is as follows:

> A group of instructional programs that describe the physical properties and interactions of matter and energy, including equilibrium, power, wave phenomena, mechanics, heat, electricity, magnetism, sound, light, special relativity, and the particular nature of matter.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 131.--40.08.)]

This article presents a summary of the overall average salary increases in the discipline/major field of physics from the "baseline year" of 1985-86 to

and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which paricipated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

In addition to listing the average salaries in physics for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of physics in the 1985-86 state study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 1.01 for assistant professors in the discipline/major field of physics in the 1985-86 state study means that their salaries are 1 percent higher than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							PHYSICS											
AVERAGE SALARY:	39305	492	129	31743	316	122	26235	181	91	24989	31	23	20540	28	21	34112	1017	152
FAC MIX PCT:	0.48			0.31			0.18			0.03			0.03			1.00		
SALARY FACTOR:	1.03			1.02			1.01			1.00			0.99			1.09		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							PHYSICS											
AVERAGE SALARY:	45910	544	145	37070	292	115	30887	216	101	30137	53	47	23335	26	24	39961	1078	159
FAC MIX PCT:	0.50			0.27			0.20			0.05			0.02			1.00		
SALARY FACTOR:	1.03			1.02			1.02			1.03			0.99			1.09		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							PHYSICS											
AVERAGE SALARY:	42074	357	107	30622	180	98	25095	150	87	23956	25	24	18882	10	10	35129	697	162
FAC MIX PCT:	0.51			0.26			0.22			0.04			0.01			1.00		
SALARY FACTOR:	1.10			1.04			1.04			1.02			0.97			1.18		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							PHYSICS											
AVERAGE SALARY:	50108	354	118	36632	195	94	29198	172	97	28539	33	26	19779	12	10	41120	733	170
FAC MIX PCT:	0.48			0.27			0.23			0.05			0.02			1.00		
SALARY FACTOR:	1.12			1.06			1.02			1.01			0.87			1.17		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 152 of the 202 state (AASCU) institutions. The average salary of the 1017 faculty was $34,112. This average salary was approximately 9 percent (1.09) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of physics was reported in 159 of the same 202 state (AASCU) institutions. The average salary of the 1,078 faculty was $39,961. This average salary was approximately 9 percent (1.09) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in physics after three years in the state institutions studied was 17.1 percent ($39,961 minus $34,112 equals $5,849). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.5 percent or an average of 2.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of physics (17.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.2 percent (17.1% minus 16.9% equals 0.2%) less than faculty in the discipline/major field of physics.

Since the discipline/major field of physics is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the

professor rank than at the assistant professor rank in the state studies; 0.48 vs. 0.18 (1985-86) respectively; and 0.50 vs. 0.20 (1988-89) respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to physics in both state studies.

Finally, the hiring rate of new assistant professors in physics is low in the state studies: 3.0 percent (31/1017) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in physics in 1988-89 was 4.9 percent (53/1,078) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of physics is less than for ALL MAJOR FIELDS in the state study of 1985-86 and more than the state study of 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 162 of the 259 private institutions. The average salary of the 697 faculty was $35,129. This average salary was approximately 18 percent (1.18) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of physics was reported in 170 of the same 259 private institutions. The average salary of the 733 faculty was $41,120. This average salary was approximately 17 percent (1.17) higher than the average salary of $35,099

for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in physics after three years in the private institutions studied was 17.1 percent ($41,120 minus $35,129 equals $5,991). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.5 percent or 2.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of physics (17.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percent (17.9% minus 17.1% equals 0.8%) more than faculty in the discipline/major field of physics.

Because the discipline/major field of physics is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private studies: 0.51 vs. 0.22 (1985-86) respectively; and 0.48 vs. 0.23 (1988-89) respectively. This differs from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86) respectively; and 0.31 vs. 0.31 (1988-89) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than physics in both private studies.

Finally, the hiring rate of new assistant professors in physics lagged behind ALL MAJOR FIELDS in the 1985-86 private study, 3.6 percent (25/697) vs. 4.5 percent (1,204/27,049) respectively; and the 1988-89 private study, 4.5 percent (33/733) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of physics and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,525 faculty in the discipline/major field of physics participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of physics is currently (1988-89) some 9 and 7 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for physics in the private institutions was approximately 3 percent more in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) approximately 3 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in physics, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Physics average faculty salaries in the state institutions exceeded faculty in ALL MAJOR FIELDS during this same period, whereas the physics average faculty salaries in the private institutions lagged slightly behind faculty in ALL MAJOR FIELDS.

Third, since the discipline/major field of physics is one of the older disciplines, there is a marked difference between the number of faculty with the rank of full professor and assistant professor in the state and in the private institutions. The full professor rank is already "top heavy" in both the state and private institutions, and appears to be increasing more rapidly in the state institutions. It seems a similar percentage of new assistant professors are being hired in both types of institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in physics, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa C'ara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (KY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN POLITICAL SCIENCE AND GOVERNMENT FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including political science and government. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of political science and government in the CIP is as follows:

> An instructional program that describes and analyzes political institutions and processes, including the origin, development, geographical units, forms, sources of authority, powers, purposes, functions, and operations of government.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 140.--45.1001.)]

This article presents a summary of the overall average salary increases in

the discipline/major of political science and government from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of political science and government faculty for both state and private participating institutions by rank, including "new assistant professors," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary. The "N/IN" means the number of institutions that

reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of political science and government in the 1985-86 state study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.95 for assistant professors in the discipline/major field of political science and government in the 1985-86 state study means that their salaries are 5 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of political science and government with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							POLITICAL SCIENCE											
AVERAGE SALARY:	37410	514	146	30207	396	143	24599	269	117	22231	44	32	20580	50	30	31600	1229	168
FAC MIX PCT:	0.42			0.32			0.22			0.04			0.04			1.00		
SALARY FACTOR:	0.98			0.97			0.95			0.89			0.99			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							POLITICAL SCIENCE AND GOVERNMENT											
AVERAGE SALARY:	43704	509	147	35035	322	121	28262	269	116	26147	61	53	23372	39	28	36910	1139	161
FAC MIX PCT:	0.45			0.28			0.24			0.05			0.03			1.00		
SALARY FACTOR:	0.98			0.96			0.93			0.89			0.99			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							POLITICAL SCIENCE AND GOVERNMENT											
AVERAGE SALARY:	39300	269	118	29373	233	116	23498	188	92	21900	32	30	19694	24	21	31240	714	168
FAC MIX PCT:	0.38			0.33			0.26			0.04			0.03			1.00		
SALARY FACTOR:	1.03			1.00			0.97			0.93			1.01			1.05		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							POLITICAL SCIENCE AND GOVERNMENT											
AVERAGE SALARY:	46318	284	115	34573	235	116	27680	210	103	27058	41	35	23638	28	24	36662	757	173
FAC MIX PCT:	0.38			0.31			0.28			0.05			0.04			1.00		
SALARY FACTOR:	1.03			1.00			0.97			0.96			1.04			1.04		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 168 of the 202 state (AASCU) institutions. The average salary of the 1,229 faculty was $31,600. This average salary was approximately 1 percent (1.01) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of political science and government was reported in 161 of the same 202 state (AASCU) institutions. The average salary of the 1,139 faculty was $36,910. This average salary was approximately 1 percent (1.01) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in political science and government after three years in the state institutions studied was 16.8 percent ($36,910 minus $31,600 equals $5,310). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.2 percent or an average of 2.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major of political science and government (16.8), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.1 percent (16.9 minus 16.8 equals 0.1%) more than faculty in the discipline/major field of political science and government.

The reader may note that the faculty mix percentage in political science is higher at the professor rank than at the assistant professor rank in both the state studies: 0.42 vs. 0.22 (1985-86) and 0.45 vs. 0.24 (1988-89). The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89). In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to political science and government in both of the state studies.

Finally, the hiring rate of new assistant professors in political science and government lagged behind ALL MAJOR FIELDS in the 1985-86 state study, 3.6 percent (44/1,229) vs. 3.7 percent (1,932/51,525). However, the hiring rate exceeded ALL MAJOR FIELDS in the 1988-89 state study, 5.4 percent (61/1,139) vs. 4.7 percent (2,573/54,552). In other words the hiring rate in the discipline/major field of political science and government was less than for ALL MAJOR FIELDS in 1985-86, but greater in the current study.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 168 of the 259 private institutions. The average salary of the 714 faculty was $31,240. This average salary was approximately 5 percent (1.05) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of political science and government was reported in 173 of the same 259 private institutions. The average salary of the 757 faculty was $36,662.

This average salary was approximately 4 percent (1.04) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in political science and government after three years in the private institutions studied was 17.4 percent ($36,662 minus $31,240 equals $5,422). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.8 percent or 2.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of political science and government (17.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5 percent (17.9% minus 17.4% equals .5%) more than faculty in the discipline/major field of political science and government.

In the discipline/major field of political science and government, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.38 vs. 0.26 (1985-86) and 0.38 vs. 0.28 (1988-89). In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to political science and government in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in political science and government was the same as the hiring rate in ALL MAJOR FIELDS in the 1985-86 private study, 4.5 percent (32/ 714) vs. 4.5 (1,204/27,049). However, in the 1988-89 private study the hiring rate of new assistant professors in political science and government exceeded the hiring rate in ALL MAJOR FIELDS, 5.4 (41/757) vs. 4.8 percent (1,388/28,627). In other words the hiring rate in the discipline/major field of political science and government was equal to ALL MAJOR FIELDS in 1985-86 and exceeds ALL MAJOR FIELDS in 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of political science and government and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) and the other for private institutions were conducted for the "baseline year" and the "trend year"--a total of four studies. A total of 3,839 faculty in the discipline/major field of political science and government participated and were included in the overall 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the "baseline year" and the "trend year".

Although many interpolations and extrapolations of the data can be made, a few of the more important ones are as follows. First, the faculty salary factor of the discipline/major field of political science and government is currently (1988-89) some 1 and 4 percent above the overall average faculty salary of ALL MAJOR FIELDS in the state and private study respectively . The average faculty salary for political science and government in the private institutions in both studies was approximately 1 percent less in comparison to that in the state institutions.

Second, the CPI of October 1988, in comparison the the CPI of October 1985, indicates that the faculty in political science and government, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Political science and government faculty salary increases in the state institutions lagged behind faculty in ALL MAJOR FIELDS during this same period.

Third, in the discipline/major field of political science and government the full professor rank has a greater percentage compared to the assistant professor rank for both the state and private studies. The full professor rank appears to be increasing at an equal rate in both the state institutions and the private institutions. It seems a higher percentage of new assistant professors are being hired in both types of institutions in 1988-89 in comparison to 1985-86.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in political science and government, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Kouka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN PSYCHOLOGY FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Linda A. Miller

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including psychology. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of psychology in the CIP is as follows:

> A summary of groups of instructional programs that describe the behavior and experience of people.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 134.--42.)]

This article presents a summary of the overall average salary increases in the discipline/major field of psychology from the "baseline year" of 1985-86 to

and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of psychology faculty for both state and private participating institutions by rank, including "new assistant professors," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of psychology in the 1985-86 state study means that 35 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of psychology in the 1985-86 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of psychology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:								PSYCHOLOGY										
AVERAGE SALARY:	37816	945	170	30455	762	170	24902	439	154	23152	76	55	20155	43	33	32316	2189	184
FAC MIX PCT:	0.43			0.35			0.20			0.03			0.02			1.00		
SALARY FACTOR:	0.99			0.98			0.96			0.92			0.97			1.03		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:								PSYCHOLOGY										
AVERAGE SALARY:	43922	1010	176	35411	718	172	29007	498	157	27145	100	66	23254	58	41	37469	2284	189
FAC MIX PCT:	0.44			0.31			0.22			0.04			0.03			1.00		
SALARY FACTOR:	0.99			0.97			0.95			0.93			0.99			1.02		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:								PSYCHOLOGY										
AVERAGE SALARY:	37106	384	159	27859	425	178	22821	334	164	21434	52	45	17580	25	24	29238	1168	235
FAC MIX PCT:	0.33			0.36			0.29			0.04			0.02			1.00		
SALARY FACTOR:	0.97			0.95			0.95			0.91			0.90			0.98		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:								PSYCHOLOGY										
AVERAGE SALARY:	43198	399	167	32750	429	183	26616	324	162	25597	55	50	22009	37	27	34250	1189	241
FAC MIX PCT:	0.34			0.36			0.27			0.05			0.03			1.00		
SALARY FACTOR:	0.96			0.95			0.93			0.91			0.97			0.98		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 184 of the 202 state (AASCU) institutions. The average salary of the 2,189 faculty was $32,316. This average salary was approximately 3 percent (1.03) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of psychology was reported in 189 of the same 202 state (AASCU) institutions. The average salary of the 2,284 faculty was $37,469. This average salary was approximately 2 percent (1.02) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in psychology after three years in the state institutions studied was 15.9 percent ($37,469 minus $32,316 equals $5,153). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.3 percent or an average of 1.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of psychology (15.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.0 percent (16.9% minus 15.9% equals 1.0%) more than faculty in the discipline/major field of psychology.

The reader may note that the faculty mix percentage in psychology in the state studies is higher at the professor rank than at the assistant professor

rank: 0.43 vs 0.20 (1985-86), respectively and 0.44 vs 0.22 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to psychology in both of the state studies.

Finally, the hiring rate of new assistant professors in psychology was lower in the state study of 1985-86 compared to ALL MAJOR FIELDS: 3.5 percent (76/2,189) vs. 3.7 percent (1,932/51,525), respectively. However, the hiring rate of new assistant professors in psychology in the 1988-89 state study was higher in comparison to that of ALL MAJOR FIELDS: 4.4 percent (100/2,284) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 235 of the 259 private institutions. The average salary of the 1,168 faculty was $29,238. This average salary was approximately 2 percent (0.98) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of psychology was reported in 241 of the same 259 private institutions. The average salary of the 1,189 faculty was $34,250. This average salary was approximately 2 percent (0.98) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in psychology after three years in the private institutions studied was 17.1 percent ($34,250 minus $29,238 equals $5,012). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.5 percent or 2.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of psychology (17.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percent (17.9% minus 17.1% equals 0.8%) more than faculty in the discipline/major field of psychology.

In the discipline/major field of psychology, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.33 vs. 0.29 (1985-86), respectively; and 0.34 vs. 0.27 (1988-89), respectively. This is different from that of ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of assistant professors and a lower percentage of professors in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in psychology in the 1985-86 private study was equal to the hiring rate in ALL MAJOR FIELDS, 4.5 percent (52/1,168) vs. 4.5 percent (1,204/27,049), respectively. However, in the 1988-89 private study, the hiring rate of new assistant professors in psychology was greater in comparison to ALL MAJOR FIELDS, 4.6 percent (55/1,189) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate of new assistant professors in the discipline/major field of

psychology lagged behind ALL MAJOR FIELDS in the 1988-89 private study, and was equal to ALL MAJOR FIELDS in the 1985-86 private study.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of psychology and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,830 faculty in the discipline/major field of psychology participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of psychology is currently (1988-89) some 2 percent above and 2 percent below the faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for psychology in the private institutions in 1985-86 was approximately 11 percent less in comparison to that in the state institutions. The average faculty salary in the private institutions is now (1988-89) approximately 9 percent lower in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in psychology, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Psychology faculty salary increases in both the state and private

institutions lagged behind that of ALL MAJOR FIELDS during this same period. Psychology faculty in the private institutions have some catching up to do in comparison to ALL MAJOR FIELDS.

Third, in the discipline/major field of psychology the full professor rank has a greater percentage compared to assistant professor ranks for both the state and private studies. The full professor rank appears to be increasing more rapidly in the private institutions, in comparison to the state institutions. It seems an equal percentage of new assistant professors are being hired in both types of institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in psychology, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Linda A. Miller is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN READING EDUCATION FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Linda A. Miller

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including reading education. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of reading education in the CIP is as follows:

> An instructional program that describes the theories, methods, and techniques of designing, implementing, and evaluating programs which prepare, upgrade, or retrain students in reading the language arts.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 71.--13.1315.)]

This article presents a summary of the overall average salary increases in the discipline/major field of reading education from the "baseline year" of

1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of reading education faculty for both state and private participating institutions by rank, including "new assistant professors," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor of reading education in the 1985-86 state study means that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.95 for assistant professors in the discipline/major field of reading education in the 1985-86 state study means that their salaries are 5 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of reading education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							READING EDUCATION											
AVERAGE SALARY:	36026	73	29	28461	59	28	24646	28	20	26000	2	2	19844	5	4	30899	165	44
FAC MIX PCT:	0.44			0.36			0.17			0.01			0.03			1.00		
SALARY FACTOR:	0.95			0.92			0.95			1.04			0.96			0.99		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							READING EDUCATION											
AVERAGE SALARY:	41730	78	27	35158	33	23	28714	34	19	28195	7	7	23128	19	9	35554	164	37
FAC MIX PCT:	0.48			0.20			0.21			0.04			0.12			1.00		
SALARY FACTOR:	0.94			0.97			0.94			0.96			0.98			0.97		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							READING EDUCATION											
AVERAGE SALARY:	39725	16	3	32990	17	6	24890	11	6	NONE			16275	4	4	31985	48	14
FAC MIX PCT:	0.33			0.35			0.23						0.08			1.00		
SALARY FACTOR:	1.04			1.12			1.03						0.84			1.07		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							READING EDUCATION											
AVERAGE SALARY:	39863	3	2	31957	7	7	24517	6	6	22875	1	1	21000	1	1	30082	17	12
FAC MIX PCT:	0.18			0.41			0.35			0.06			0.06			1.00		
SALARY FACTOR:	0.89			0.92			0.86			0.81			0.93			0.86		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of reading education was reported in 44 of the 202 state (AASCU) institutions. The average salary of the 165 faculty was $30,899. This average salary was 1 percent lower (0.99) than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of reading education was reported in 37 of the same 202 state (AASCU) institutions. The average salary of the 164 faculty was $35,554. This average salary was about 3 percent lower (0.97) than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

The increase in average salaries for all faculty in reading education after three years in the state institutions studied was 15.1 percent ($35,554 minus $30,899 equals $4,655). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.5 percent or an average of 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of reading education (15.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.8 percent (16.9% minus 15.1% equals 1.8%) more than faculty in the discipline/major field of reading education.

The reader may note that the faculty mix percentages in reading education are much higher at the professor rank than at the assistant professor rank for

both of the state studies. The faculty mix percentages of professor and assistant professor are 0.44 and 0.17 (1985-86) respectively; and 0.48 and 0.21 (1988-89) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 and 0.27 (1985-86) and 0.35 and 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a higher percentage of assistant professors and a lower percentage of professors compared to reading education in both the state studies.

Finally, the hiring rate of new assistant professors in reading education was lower in the 1985-86 state study when compared to ALL MAJOR FIELDS: 1.2 percent (2/165) vs. 3.7 percent (1,932/51,525), respectively. In the 1988-89 study, the hiring rate of new assistant professors in reading education was again slightly lower than that of ALL MAJOR FIELDS: 4.3 percent (7/164) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of reading education was reported in 14 of the 259 private institutions. The average salary of the 48 faculty was $31,985. This average salary was approximately 7 percent (1.07) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the major field of reading education was reported in 12 of the same 259 private institutions. The average salary of the 17 faculty was $30,082. This average salary was approximately 14 percent (0.86) lower than the average of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The decrease in average salaries for all faculty in reading education after

three years in the private institutions studied was 6.3 percent ($30,082 minus $31,985 equals $-1,903). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic decrease, therefore, in average faculty salaries over the three-year time period is -16.9 percent or 5.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of reading education (6.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 24.2 percent (17.9% plus 6.3% equals 24.2%) more than faculty in the discipline/major field of reading education.

The reader may note that in the field of reading education, the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private study for 1985-86: 0.33 vs. 0.23 (1985-86), respectively; However, in 1988-89 the faculty mix percentage is lower at the professor rank than at the assistant professor rank: 0.18 vs. 0.35, respectively. In contrast, the faculty mix percentage at the professor rank equals that at the assistant professor rank for ALL MAJOR FIELDS in both private studies: 0.31 vs 0.31 (1985-86), respectively; and 0.31 vs 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in reading education in the private studies was less than the hiring rate in ALL MAJOR FIELDS in 1985-86: 0.0 percent (0/48) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89 the hiring rate of new assistant professors in reading education in the private studies was greater than the hiring rate in ALL MAJOR FIELDS: 5.9 percent (1/17) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of reading education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 394 faculty in the discipline/major field of reading education participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of reading education is currently (1988-89) 3 and 14 percent lower in the state and private institutions, respectively, than the overall faculty salary factor of ALL MAJOR FIELDS. The average faculty salary for reading education in the state institutions was higher, 4 percent, in comparison to that in the state institutions in 1985-86. The faculty salary average in the private institutions is now (1988-89), 28 percent greater compared to that for the private institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in reading education, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increases of reading education faculty in the state and private institutions lagged behind those faculty salaries in ALL MAJOR FIELDS during this same period. Reading education faculty in the private institutions

have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS and their colleagues in the state institutions.

Third, in the discipline/major field of reading education, the assistant professor rank has a much lower percentage of faculty compared to the full professor rank in the state institutions, however, in the private institutions the assistant professor rank has a much higher percentage compared to the full professor rank. The assistant professor rank appears to be increasing at the same rate in both the state and private institutions. It seems a smaller percentage of new assistant professors are being hired in the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in reading education, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Linda A. Miller is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN SECRETARIAL AND RELATED PROGRAMS FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Sidney Eckert

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including secretarial and related programs. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of secretarial and related programs in the CIP is as follows:

> An instructional program that generally prepares individuals to record and transcribe communications and to abstract, classify, and file information.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 51.--07.0601.)]

This article presents a summary of the overall average salary increases in the discipline/major field of secretarial and related programs from the

"baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

In addition to listing the average salaries in secretarial and related programs for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1985-86 and 1988-89) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary. The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .24 for associate professor of secretarial and related programs in the 1985-86 state study means that 24 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .97 for assistant professors in the discipline/major field of secretarial and related programs in the 1985-86 state study means that their salaries are 3 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of secretarial and related programs with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							SECRETARIAL AND RELATED PROGRAMS											
AVERAGE SALARY:	36322	74	38	30565	79	41	25093	130	56	25325	9	8	20068	50	28	28132	333	66
FAC MIX PCT:	0.22			0.24			0.39			0.03			0.15			1.00		
SALARY FACTOR:	0.95			0.98			0.97			1.01			0.97			0.90		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							SECRETARIAL AND RELATED PROGRAMS											
AVERAGE SALARY:	41126	71	36	33921	97	45	29054	102	44	31890	9	6	22560	47	29	32284	317	61
FAC MIX PCT:	0.22			0.31			0.32			0.03			0.15			1.00		
SALARY FACTOR:	0.92			0.93			0.96			1.09			0.96			0.88		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							SECRETARIAL AND RELATED PROGRAMS											
AVERAGE SALARY:	27650	1	1	24038	12	8	21581	18	13	NONE			16965	5	5	21927	36	23
FAC MIX PCT:	0.03			0.33			0.50						0.14			1.00		
SALARY FACTOR:	0.72			0.82			0.89						0.87			0.74		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							SECRETARIAL AND RELATED PROGRAMS											
AVERAGE SALARY:	33660	7	3	28671	11	8	27112	15	9	NONE			18422	3	3	28137	36	19
FAC MIX PCT:	0.19			0.31			0.42						0.08			1.00		
SALARY FACTOR:	0.75			0.83			0.95						0.81			0.80		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of secretarial and related programs was reported in 66 of the 202 state (AASCU) institutions. The average salary of the 333 faculty was $28,132. This average salary was approximately 10 percent (0.90) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of secretarial and related programs was reported in 61 of the same 202 state (AASCU) institutions. The average salary of the 317 faculty was $32,284. This average salary was approximately 12 percent (0.88) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in secretarial and related programs after three years in the state institutions studied was 14.8 percent ($32,284 minus $28,132 equals $4,152). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.2 percent or an average of 1.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of secretarial and related programs (14.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.1 percent (16.9% minus 14.8% equals 2.1%) more than faculty in the discipline/major field of secretarial and related programs.

The reader may note that the faculty mix percentage in secretarial and

related programs is lower at the professor rank than at assistant professor ranks in the 1985-86 state study and the 1988-89 state study. The faculty mix percentages of professor and assistant professor are 0.22 and 0.39 (1985-86) respectively; and 0.22 and 0.32 (1988-89) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 and 0.27 (1985-86) and 0.35 and 0.28 (1988-89) respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to secretarial and related programs in both state studies.

Finally, the hiring rate of new assistant professors in secretarial and related programs is low in the state studies: 2.7 percent (9/333) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in secretarial and related programs in 1988-89 was 2.8 percent (9/317) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of secretarial and related programs is less than for ALL MAJOR FIELDS in both the state studies of 1985-86 and 1988-89.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of secretarial and related programs was reported in 23 of the 259 private institutions. The average salary of the 36 faculty was $21,927. This average salary was approximately 26 percent (0.74) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the major field of secretarial and related programs was reported in 19 of the same 259 private

institutions. The average salary of the 36 faculty was $28,137. This average salary was approximately 20 percent (0.80) lower than the average of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in secretarial and related programs after three years in the private institutions studied was 28.3 percent ($28,137 minus $21,927 equals $6,210). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 17.7 percent or 5.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of secretarial and related programs (28.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 10.4 percent (28.3% minus 17.9% equals 10.4%) more than faculty in the discipline/major field of secretarial and related programs.

The reader may note that in the field of secretarial and related programs, the faculty mix percentage is much lower at the professor rank than at the assistant professor rank in the private studies: 0.03 vs. 0.50 (1985-86) respectively; and 0.19 vs. 0.42 (1988-89) respectively. In contrast, the FAC MIX PCT for ALL MAJOR FIELDS for both private studies is equal at the professor rank and at the assistant professor rank: 0.31 vs. 0.31 (1985-86) respectively; and 0.31 vs. 0.31 (1988-89) respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to secretarial and related programs in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in secretarial and related programs in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1985-86, 0.0 percent (0/36) vs. 4.5

percent (1,204/27,049) respectively; and in 1988-89, 0.0 percent (0/36) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/major field of secretarial and related programs is much less than for ALL MAJOR FIELDS in both the private studies of 1985-86 and 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of secretarial and related programs and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 722 faculty in the discipline/major field of secretarial and related programs participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of secretarial and related programs is currently (1988-89) some 12 and 20 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for secretarial and related programs in the private institutions was considerably lower in comparison to that in the state institutions in 1985-86. The overall salary factor in the private institutions is now (1988-89), approximately 15 percent less compared to that for the state institutions, respectively.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in secretarial and related programs, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Secretarial and related programs faculty salaries in the state and private institutions fell behind faculty in ALL MAJOR FIELDS during this same period by 10.4 percent. Secretarial and related programs faculty in both the private and state institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS.

Third, in the discipline/major field of secretarial and related programs, the assistant professor rank has a higher percentage of faculty compared to full professor ranks in both state and private institutions. The full professor rank appears to be increasing in the private institutions but has remained the same in the state institutions. There is definitely a smaller percentage of new assistant professors being hired in the private institutions-i.e., none!

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in secretarial and related programs, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Sidney Eckert is professor of business education at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN SOCIAL SCIENCES FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and George J. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including social sciences. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of social sciences in the CIP is as follows:

> A summary of groups of instructional programs that describe the substantiative portions of behavior, past and present activities, interactions, and organizations of people associated together for religious, benevolent, cultural, scientific, political, patriotic, or other purposes.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 139.--45.)]

This article presents a summary of the overall average salary increases in

the discipline/major field of social sciences from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of social science faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary. The "N/IN" means the number of institutions that

reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .38 for associate professor of social sciences in the 1985-86 state study means that 38 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.93 for assistant professors in the discipline/major field of social sciences in the 1985-86 state study means that their salaries are 7 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of social sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							SOCIAL SCIENCES											
AVERAGE SALARY:	37963	285	59	30064	354	67	24151	271	55	23622	37	21	20730	29	17	30466	939	72
FAC MIX PCT:	0.30			0.38			0.29			0.04			0.03			1.00		
SALARY FACTOR:	1.00			0.97			0.93			0.94			1.00			0.97		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							SOCIAL SCIENCES											
AVERAGE SALARY:	44388	330	69	34489	306	71	28687	295	74	27801	51	27	22553	41	24	35585	972	83
FAC MIX PCT:	0.34			0.31			0.30			0.05			0.04			1.00		
SALARY FACTOR:	1.00			0.95			0.94			0.95			0.96			0.97		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		3o562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							SOCIAL SCIENCES											
AVERAGE SALARY:	39182	154	42	28282	144	57	24052	170	61	22782	25	19	20643	26	15	29822	494	80
FAC MIX PCT:	0.31			0.29			0.34			0.05			0.05			1.00		
SALARY FACTOR:	1.02			0.96			1.00			0.97			1.06			1.00		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							SOCIAL SCIENCES											
AVERAGE SALARY:	48189	161	39	34016	156	56	28460	165	57	27879	36	16	22921	22	12	36240	504	82
FAC MIX PCT:	0.32			0.31			0.33			0.07			0.04			1.00		
SALARY FACTOR:	1.07			0.98			1.00			0.99			1.01			1.03		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of social sciences was reported in 72 of the 202 state (AASCU) institutions. The average salary of the 939 faculty was $30,466. This average salary was 3 percent (0.97) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of social sciences was reported in 83 of the same 202 state (AASCU) institutions. The average salary of the 972 faculty was $35,585. This average salary was 3 percent (0.97) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in social sciences after three years in the state institutions studied was 16.8 percent ($35,585 minus $30,466 equals $5,119). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.2 percent or an average of 2.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of social sciences (16.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.1 percent (16.9% minus 16.8% equals 0.1%) more than faculty in the discipline/major field of social sciences.

The reader may note that the faculty mix percentage in the social sciences was higher at the professor rank than at the assistant professor rank in the

1988-86 state study: 0.30 vs. 0.29, respectively. In the 1988-89 state study the faculty mix percentage at the professor rank was also more than that for the assistant professor rank: 0.34 vs. 0.30, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to social sciences in both of the state studies.

Finally, the hiring rate of new assistant professors in the social sciences is high in the state studies: 3.9 percent (37/939) in 1985-86 vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS in 1985-86. Also, the hiring rate of new assistant professors in the social sciences in 1988-89 was 5.2 percent (51/972) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of social sciences is greater than than for ALL MAJOR FIELDS in both of the state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of social sciences was reported in 80 of the 259 private institutions. The average salary of the 494 faculty was $29,822. This average salary was the same (1.00) as the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of social sciences was reported in 82 of the same 259 private institutions. The average salary of the 504 faculty was $36,240. This average salary was 3 percent (1.03) higher than the average salary of $35,099 for all

28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in social sciences after three years in the private institutions studied was 21.5 percent ($36,240 minus $29,822 equals $6,418). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 10.9 percent or 3.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of social sciences (21.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.6 percent (21.5% minus 17.9% equals 3.6%) less than faculty in the discipline/major field of social sciences.

In the discipline/major field of social sciences, the reader may note that the faculty mix percentage at the professor rank was less than at the assistant professor rank in both of the private studies: 0.31 vs. 0.34 (1985-86), respectively; and 0.32 vs. 0.33 (1988-89), respectively. This is similar to ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in social sciences in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 5.1 percent (25/494) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 7.1 percent (36/504) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in ALL MAJOR FIELDS slighty exceeds the discipline/major field of social sciences in both the private studies of 1985-86 and 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of social sciences and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,909 faculty in the discipline/major field of social sciences participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of social sciences is currently (1988-89) some 3 percent below and above the overall faculty salary factory of ALL MAJOR FIELDS in the state and private institutions, respectively. The average faculty salary for social sciences in the private institutions was 2 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 2 percent more in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in the social sciences, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increase of the social sciences faculty in the state institutions lagged behind faculty in ALL MAJOR FIELDS but in the private institutions faculty were ahead during this same period. Social sciences fac-

ulty in the state institutions have some catching up to do in salary in comparison to their colleagues in the private institutions.

Third, in the discipline/major field of social sciences the full professor rank had a higher percentage than the assistant professor rank in both the 1985-86 and the 1988-89 state studies. In both of the private studies the full professor rank has a lower percentage compared to the assistant professor rank. The full professor rank appears to be increasing at a greater rate in the state institutions compared to the private institutions. It seems a higher percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in the social sciences, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN SOCIOLOGY FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and M. Faye Sawyer

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including sociology. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of sociology in the CIP is as follows:

> An instructional program that describes human society, social institutions, and social relationships, including the development, purposes, structures, and functions of human groups.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 140.--45.1101.)]

This article presents a summary of the overall average salary increases in the discipline/major field of sociology from the "baseline year" of 1985-86 to

and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of sociology faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .38 for associate professor of sociology in the 1985-86 state study means that 38 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of sociology in the 1985-86 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of sociology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:								SOCIOLOGY										
AVERAGE SALARY:	37653	426	127	30314	492	140	24873	351	127	23028	40	31	19478	42	34	30894	1311	167
FAC MIX PCT:	0.32			0.38			0.27			0.03			0.03			1.00		
SALARY FACTOR:	0.99			0.98			0.96			0.92			0.94			0.99		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:								SOCIOLOGY										
AVERAGE SALARY:	43702	472	125	35153	463	133	28047	317	116	25998	64	47	23134	41	33	36150	1293	158
FAC MIX PCT:	0.37			0.36			0.25			0.05			0.03			1.00		
SALARY FACTOR:	0.98			0.96			0.92			0.89			0.98			0.99		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:								SOCIOLOGY										
AVERAGE SALARY:	36123	202	103	27261	286	149	22873	229	127	21405	32	28	19855	27	19	28058	745	206
FAC MIX PCT:	0.27			0.38			0.31			0.04			0.02			1.00		
SALARY FACTOR:	0.94			0.93			0.95			0.92			1.02			0.94		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:								SOCIOLOGY										
AVERAGE SALARY:	42379	222	115	32130	289	148	27214	207	119	27235	38	32	22073	25	18	33484	743	207
FAC MIX PCT:	0.30			0.39			0.28			0.05			0.03			1.00		
SALARY FACTOR:	0.94			0.93			0.95			0.97			0.98			0.95		
								ALL MAJOR FIELDS										
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 167 of the 202 state (AASCU) institutions. The average salary of the 1,311 faculty was $30,894. This average salary was 1 percent less (0.99) than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of sociology was reported in 158 of the same 202 state (AASCU) institutions. The average salary of the 1,293 faculty was $36,150. This average salary was approximately the same (0.99) as the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in sociology after three years in the state institutions studied was 17.0 percent ($36,150 minus $30,894 equals $5,256). The CPI of increased cost-of-living between October 1983 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 6.4 percent or an average of 2.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of sociology (17.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.1 percent (17.0% minus 16.9% equals 0.1%) less than faculty in the discipline/major field of sociology.

The reader may note that the faculty mix percentage in sociology in the 1985-86 state study is higher at the professor rank than at the assistant

professor rank: 0.32 vs 0.27, respectively. In the 1988-89 state study, the professor rank is also more in comparison to the assistant professor rank: 0.37 vs 0.25, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words the discipline/major field of sociology and ALL MAJOR FIELDS have a higher percentage of professors and a lower percentage of assistant professors.

Finally, the hiring rate of new assistant professors in sociology was low in the 1985-86 state study: 3.1 percent (40/1,311) vs. 3.7 percent (1,932 /51,525) in ALL MAJOR FIELDS. However, the hiring rate of new assistant professors in sociology in the 1988-89 state study was higher in comparison to that of ALL MAJOR FIELDS: 4.9 percent (64/1,293) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 206 of the 259 private institutions. The average salary of the 745 faculty was $28,058. This average salary was 6 percent (0.94) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/ major field of sociology was reported in 207 of the same 259 private institutions. The average salary of the 743 faculty was $33,484. This average salary was 5 percent (0.95) lower than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in sociology after three

years in the private institutions studied was 19.3 percent ($33,484 minus $28,058 equals $5,426). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 8.7 percent or 2.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison therefore, the faculty in the discipline/ major field of sociology (19.3%), increased their salaries by 1.4 percent (19.3% minus 17.9% equals 1.4%) more than faculty in ALL MAJOR FIELDS.

In the discipline/major field of sociology, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the 1985-86 study: 0.27 vs. 0.31, respectively; and conversely, it is greater in 1988-89: 0.30 vs. 0.28 respectively. The faculty mix percentage is the same at the professor rank for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in sociology in the private study was lower than the hiring rate in ALL MAJOR FIELDS, 4.3 percent (32/745) vs. 4.5 percent (1,204/27,049), respectively. However, the hiring rate of new assistant professors in sociology in the 1988-89 private study was higher in comparison to that of ALL MAJOR FIELDS: 5.1 percent (38/743) vs. 4.8 percent (1,388/28,627), respectively.In other words, the hiring rate of new assistant professors in the discipline/ major field of sociology lagged behind ALL MAJOR FIELDS in both private studies.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of sociology and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 and the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,092 faculty in the discipline/major field of sociology participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of sociology is currently (1988-89) equal to and 5 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for sociology in the private institutions was 10 percent less in comparison to that in the state institutions in 1985-86. The overall average faculty salary in the private institutions is now (1988-89) approximately 8 percent lower in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in sociology, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Sociology faculty salary increases in the state and private institutions exceeded faculty in ALL MAJOR FIELDS during this same period. Sociology faculty in the state institutions have some catching up to do in comparison

to their colleagues in private institutions.

Third, in the discipline/major field of sociology the assistant professor rank has a lower percentage compared to full professor rank for the state and the 1988-89 private studies. The full professor rank appears to be increasing more rapidly in the state institutions, in comparison to the private institutions. It seems a similar percentage of new assistant professors are being hired in both the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in sociology, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF STATE Participating Institutions, page 11
C - LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN SPECIAL EDUCATION (GENERAL) FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Judith Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including special education. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of special education in the CIP is as follows:

> A group of instructional programs that describe the theories, methods, and techniques of designing, implementing, and evaluating organized learning activities for students whose physical, emotional, mental, or social needs require a special curriculum and educational setting.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 68.--13.10.)]

This article presents a summary of the overall average salary increases in

the discipline/major field of special education from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of special education faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of special education in the 1985-86 state study means that 35 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of special education in the 1985-86 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of special education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							SPECIAL EDUCATION											
AVERAGE SALARY:	37605	202	67	30281	235	81	24975	194	74	24034	25	20	19640	37	25	30365	668	93
FAC MIX PCT:	0.30			0.35			0.29			0.04			0.06			1.00		
SALARY FACTOR:	0.99			0.97			0.96			0.96			0.95			0.97		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							SPECIAL EDUCATION											
AVERAGE SALARY:	43680	204	66	35600	178	68	28917	151	62	26976	29	24	23273	35	22	35965	568	82
FAC MIX PCT:	0.36			0.31			0.27			0.05			0.06			1.00		
SALARY FACTOR:	0.98			0.98			0.95			0.92			0.99			0.98		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							SPECIAL EDUCATION											
AVERAGE SALARY:	33759	17	13	25234	40	29	21613	36	23	21178	6	5	17963	9	7	24735	102	45
FAC MIX PCT:	0.17			0.39			0.35			0.06			0.09			1.00		
SALARY FACTOR:	0.88			0.86			0.90			0.90			0.92			0.83		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							SPECIAL EDUCATION											
AVERAGE SALARY:	39797	22	13	32812	38	23	25307	33	25	25240	8	8	22661	5	5	31335	98	43
FAC MIX PCT:	0.22			0.39			0.34			0.08			0.05			1.00		
SALARY FACTOR:	0.89			0.95			0.89			0.90			1.00			0.89		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 93 of the 202 state (AASCU) institutions. The average salary of the 668 faculty was $30,365. This average salary was approximately 3 percent (0.97) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of special education was reported in 82 of the same 202 state (AASCU) institutions. The average salary of the 568 faculty was $35,965. This average salary was 2 percent (0.98) lower than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in special education after three years in the state institutions studied was 18.4 percent ($35,965 minus $30,365 equals $5,600). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.8 percent or an average of 2.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of special education (18.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.5 percent (18.4% minus 16.9% equals 1.5%) less than faculty in the discipline/major field of special education.

The reader may note that the faculty mix percentages in special education

are higher at the professor rank than at the assistant professor rank in both state studies. The faculty mix percentage of professor and assistant professor are 0.30 and 0.29 (1985-86) respectively; and 0.36 and 0.27 (1988-89) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 and 0.27 (1985-86) and 0.35 and 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of full and a lower percentage of assistant professors when compared to special education in the 1985-86 state study. However, the opposite is true in the 1988-89 state study.

Finally, the hiring rate of new assistant professors in special education in the 1985-86 state study was equal to that of ALL MAJOR FIELDS: 3.7 percent (25/668) vs. 3.7 percent (1,932/51,525), respectively. In 1988-89, however, the hiring rate of new assistant professors in special education was higher than that of ALL MAJOR FIELDS: 5.1 percent (29/568) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 45 of the 259 private institutions. The average salary of the 102 faculty was $24,735. This average salary was approximately 17 percent (0.83) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the major field of special education was reported in 43 of the same 259 private institutions. The average salary of the 98 faculty was $31,335. This average salary was approximately 11 percent (0.89) lower than the average of $35,099 for all 28,627

faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in special education after three years in the private institutions studied was 26.7 percent ($31,335 minus $24,735 equals $6,600). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 16.1 percent or 5.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of special education (26.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 8.8 percent (26.7% minus 17.9% equals 8.8%) less than faculty in the discipline/major field of special education.

The reader may note that in the field of special education, the faculty mix percentage is higher at the professor rank is lower than at the assistant professor ranks in the private studies: 0.17 vs. 0.35 (1985-86), respectively; and 0.22 vs. 0.34 (1988-89), respectively. These proportions differ from the FAC MIX PCT at the same ranks for ALL MAJOR FIELDS in both private studies where they are almost uniform: 0.31 vs 0.31 (1984-85), respectively; and 0.31 vs 0.31 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and lower percentage of assistant professors compared to special education in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in special education in both private studies was more than the hiring rate in ALL MAJOR FIELDS,(1985-86): 5.9 percent (6/102) vs. 4.5 percent (1,204/27,049), respectively; (1988-89): 8.2 percent (8/98) vs. 4.8 percent (1,388/28,627), respectively. In other words the hiring rate in the discipline/

major field of special education was greater than that for ALL MAJOR FIELDS in 1985-86, and in 1988-89.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of special education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,436 faculty in the discipline/major field of special education participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of special education is currently (1988-89) some 2 and 11 percent lower in the state and private institutions, respectively, than the overall average faculty salary of ALL MAJOR FIELDS. The average faculty salary for special education in the private institutions was considerably lower (23%) in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89), approximately 15 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in special education, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increase of special education faculty in both state and

private institutions exceeded faculty in ALL MAJOR FIELDS during this same period. Special education faculty in the state institutions have some catching up to do in salary in comparison with their colleagues in the private institutions.

Third, in 1988-89 the discipline/major field of special education has a lower percentage at the assistant professor rank compared to the full professor rank in both state and private institutions. The professor rank appears to be increasing more rapidly in the state institutions. It seems a larger percentage of new assistant professors are being hired in the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in special education, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN STUDENT COUNSELING AND PERSONNEL SERVICES FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Sandhya Maharaj

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including student counseling and personnel services. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of student counseling and personnel services in the CIP is as follows:

> An instructional program that describes the theories, methods, functions, operations, and services involved in the personal, social, educational, and vocational development of students and the principles and techniques of managing, directing, and developing an organized unit providing student services within an educational institution.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 70.--13.1101.)]

This article presents a summary of the overall average salary increases in the discipline/major field of student counseling and personnel services from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of student counseling and personnel services faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary. The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .25 for associate professor of student counseling and personnel services in the 1985-86 state study means that 25 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of 0.95 for assistant professors in the discipline/major field of student counseling and personnel services in the 1985-86 state study means that their salaries are 5 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of student counseling and personnel services with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							STUDENT COUNSELING AND PERSONNEL SERVICES											
AVERAGE SALARY:	37009	191	58	30321	90	43	24500	78	41	23185	13	10	19685	5	5	32437	364	64
FAC MIX PCT:	0.52			0.25			0.21			0.04			0.01			1.00		
SALARY FACTOR:	0.97			0.98			0.95			0.92			0.95			1.04		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							STUDENT COUNSELING AND PERSONNEL SERVICES											
AVERAGE SALARY:	44217	170	56	34938	123	48	28470	79	43	27500	19	16	24561	9	6	37492	381	60
FAC MIX PCT:	0.45			0.32			0.21			0.05			0.02			1.00		
SALARY FACTOR:	0.99			0.96			0.94			0.94			1.04			1.03		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							STUDENT COUNSELING AND PERSONNEL SERVICES											
AVERAGE SALARY:	36924	32	10	29207	29	11	23546	11	9	21000	1	1	19597	2	2	31443	74	17
FAC MIX PCT:	0.43			0.39			0.15			0.01			0.03			1.00		
SALARY FACTOR:	0.97			1.00			0.98			0.90			1.01			1.06		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-1989							STUDENT COUNSELING AND PERSONNEL SERVICES											
AVERAGE SALARY:	46034	34	9	35536	31	11	28592	12	8	27667	3	3	21357	1	1	38861	78	15
FAC MIX PCT:	0.44			0.40			0.15			0.04			0.01			1.00		
SALARY FACTOR:	1.02			1.03			1.00			0.98			0.94			1.11		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of student counseling and personnel services was reported in 64 of the 202 state (AASCU) institutions. The average salary of the 364 faculty was $32,437. This average salary was approximately 4 percent (1.04) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of student counseling and personnel services was reported in 60 of the same 202 state (AASCU) institutions. The average salary of the 381 faculty was $37,492. This average salary was approximately 3 percent (1.03) higher than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in student counseling and personnel services after three years in the state institutions studied was 15.6 percent ($37,492 minus $32,437 equals $5,055). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5 percent or an average of 1.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of student counseling and personnel services (15.6%), therefore, the faculty in ALL MAJOR

FIELDS increased their salaries by 1.3 percent (16.9% minus 15.6% equals 1.3%) more than faculty in the discipline/major field of student counseling and personnel services.

The reader may note that the faculty mix percentage in student counseling and personnel services is higher at the professor rank than at the assistant professor rank in both the state studies: 0.52 vs. 0.21 (1985-86) and 0.45 vs. 0.21 (1988-89), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to student counseling and personnel services in both of the state studies.

Finally, the hiring rate of new assistant professors in the state studies in student counseling and personnel services was lower than ALL MAJOR FIELDS in 1985-86, 3.6 percent (13/364) vs. 3.7 percent (1,932/51,525), respectively, and the same in 1988-89, 5.0 percent (19/381) vs. 4.7 percent (2,573/54,552), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of student counseling and personnel services was reported in 17 of the 259 private institutions. The average salary of the 74 faculty was $31,443. This average salary was approximately 6 percent (1.06) higher than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the discipline/major field of student counseling and personnel services was reported in 15 of

the same 259 private institutions. The average salary of the 78 faculty was $38,861. This average salary was approximately 11 percent (1.11) higher than the average salary of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in student counseling and personnel services after three years in the private institutions studied was 23.6 percent ($38,861 minus $31,443 equals $7,418). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 13 percent or 4.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of student counseling and personnel services (23.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.7 percent (23.6% minus 17.9% equals 5.7%) less than faculty in student counseling and personnel services.

In the discipline/major field of student counseling and personnel services, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.43 vs. 0.15 (1985-86), respectively; and 0.44 vs. 0.15 (1988-89), respectively. This is dissimilar to ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively. ALL MAJOR FIELDS has lower percentage of professors and a higher percentage of assistant professors compared to student counseling and personnel services in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in student counseling and personnel services in the private studies was

less than the hiring rate in ALL MAJOR FIELDS both in 1985-86, 1.4 percent (1/74) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 3.8 percent (3/78) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of student counseling and personnel services and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 897 faculty in the discipline/major field of student counseling and personnel services participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of student counseling and personnel services is currently (1988-89) some 3 percent below and 11 percent above the overall faculty salary factor other ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for student counseling and personnel services in the private institutions was 3 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) approximately 4 percent more in comparison to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985,

indicates that the faculty in student counseling and personnel services, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Student counseling and personnel services faculty salary increases in the state institutions lagged behind faculty in ALL MAJOR FIELDS, but in private institutions, faculty salaries were ahead during this same period. Student counseling and personnel services faculty in the state institutions have some catching up to do in salary in comparison to their colleagues in the private institutions.

Third, in the discipline/major field of student counseling and personnel services the full professor rank has a greater percentage compared to the assistant professor rank for both the state and private studies. It appears that a smaller percentage of new assistant professors is being hired in private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in student counseling and personnel services, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Sandhya Maharaj is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN TEACHER EDUCATION, GENERAL PROGRAMS FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including teacher education, general programs. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of teacher education, general programs in the CIP is as follows:

> A group of instructional programs that describe the theories, methods, and techniques of designing, implementing, and evaluating organized learning activities for students at all levels.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 70.--13.12.]

This article presents a summary of the overall average salary increases in

the discipline/major field of teacher education, general programs from the "baseline year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the "baseline year" and the "trend year". Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of teacher education--general programs faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included

to compute the average salary. The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of teacher education, general programs in the 1985-86 state study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .97 for assistant professors in the discipline/major field of teacher education, general programs in the 1985-86 state study means that their salaries are 3 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of teacher education, general programs with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							TEACHER EDUCATION, GENERAL PROGRAMS											
AVERAGE SALARY:	36735	491	70	30366	321	70	25192	217	67	23607	32	21	20985	30	24	31993	1059	76
FAC MIX PCT:	0.46			0.30			0.20			0.03			0.03			1.00		
SALARY FACTOR:	0.96			0.98			0.97			0.94			1.01			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							TEACHER EDUCATION, GENERAL PROGRAMS											
AVERAGE SALARY:	42833	522	78	35124	354	78	28720	354	77	27132	80	39	22327	59	28	35901	1289	84
FAC MIX PCT:	0.40			0.27			0.27			0.06			0.05			1.00		
SALARY FACTOR:	0.96			0.96			0.94			0.92			0.95			0.98		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							TEACHER EDUCATION, GENERAL PROGRAMS											
AVERAGE SALARY:	30509	126	62	26441	119	63	21808	102	57	20756	10	8	17070	10	8	26290	357	91
FAC MIX PCT:	0.35			0.33			0.29			0.03			0.03			1.00		
SALARY FACTOR:	0.80			0.90			0.90			0.89			0.88			0.88		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							TEACHER EDUCATION, GENERAL PROGRAMS											
AVERAGE SALARY:	35438	101	54	30371	113	56	25372	135	63	24415	25	20	20455	23	16	29319	372	86
FAC MIX PCT:	0.27			0.30			0.36			0.07			0.06			1.00		
SALARY FACTOR:	0.79			0.88			0.89			0.87			0.90			0.84		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of teacher education, general programs was reported in 76 of the 202 state (AASCU) institutions. The average salary of the 1059 faculty was $31,993. This average salary was approximately 2 percent (1.02) higher than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of teacher education, general programs was reported in 84 of the same 202 state (AASCU) institutions. The average salary of the 1,289 faculty was $35,901. This average salary was 2 percent less (0.98) than the average salary of $36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in teacher education, general programs after three years in the state institutions studied was 12.2 percent ($35,901 minus $31,993 equals $3,908). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 1.6 percent or an average of 0.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of teacher education, general programs (12.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 4.7 percent (16.9% minus 12.2% equals 4.7%) less

than faculty in the discipline/major field of teacher education, general programs.

The reader may note that the faculty mix percentage in teacher education, general programs is higher at the professor rank than at the assistant professor rank for both of the state studies. The faculty mix percentages of professor and assistant professor are 0.46 and 0.20 (1985-86); and 0.40 and 0.27 (1988-89). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 and 0.27 (1985-86) and 0.35 and 0.28 (1988-89). In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to teacher education, general programs, in both of the state studies.

Finally, the hiring rate of new assistant professors in teacher education, general programs is lower in the 1985-86 state study compared to ALL MAJOR FIELDS: 2 percent (21/1059) vs. 3.7 percent (1,932/51,525). In 1988-89 the hiring rate of new assistant professors in teacher education, general programs was greater than that of ALL MAJOR FIELDS: 6.2 percent (80/1,289) vs. 4.7 percent (2,573/54,552).

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of teacher education, general programs was reported in 91 of the 259 private institutions. The average salary of the 357 faculty was $26,290. This average salary was approximately 12 percent (0.88) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the major field of teacher education, general programs was reported in 86 of the same 259 private

institutions. The average salary of the 372 faculty was $29,319. This average salary was approximately 16 percent (0.84) lower than the average of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in teacher education, general programs after three years in the private institutions studied was 11.5 percent ($29,319 minus $26,290 equals $3,029). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 0.9 percent or 0.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of teacher education, general programs (11.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 6.4 percent (17.9% minus 11.5% equals 6.4%) more than faculty in the discipline/major field of teacher education, general programs.

The reader may note that in the field of teacher education, general programs, the faculty mix percentage is a little greater at the professor rank than at the assistant professor rank in the 1985-86 study: 0.35 vs 0.29. In contrast the faculty mix percentage at the professor rank is lower than at the assistant professor rank for teacher education, general programs in 1988-89: 0.27 vs 0.36. The FAC MIX PCT for ALL MAJOR FIELDS is the same in both private studies: 0.31 vs 0.31 (1985-86); and 0.31 vs 0.31 (1988-89).

Finally, the reader may note that the hiring rate of new assistant professors in teacher education, general programs lagged behind the hiring rate in ALL MAJOR FIELDS in 1985-86, 2.8 percent (10/357) vs. 4.5 percent (1,204/27,049). In contrast the hiring rate in teacher education, general programs was

greater than that in ALL MAJOR FIELDS in 1986-87, 6.7 percent (25/372) vs. 4.8 percent (1,388/28,627).

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of teacher education, general programs and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,077 faculty in the discipline/major field of teacher education, general programs participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of teacher education, general programs is currently (1988-89) 2 percent below in the state institutions and 16 percent below the private institutions in comparison to the overall average faculty salary of ALL MAJOR FIELDS. In the private institutions the average faculty salary for teacher education, general programs was 22 percent lower in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89), approximately 22 percent less compared to that for the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in teacher education, general programs, in both the state and private institutions, received overall salary increases for three

years above the cost-of-living. However, teacher education--general programs faculty salary increases in the private institutions lagged behind faculty in ALL MAJOR FIELDS but in state institutions faculty were ahead during this same period. Teacher education, general programs faculty in the private institutions have some catching up to do in salary in comparison with their colleagues in the state institutions.

Third, in the discipline/major field of teacher education, general programs, the assistant professor rank has a lower percentage of faculty compared to the full professor rank in the state institutions, but the opposite is true in the private institutions. The assistant professor rank appears to be increasing more rapidly in the private institutions, in comparison to the state institutions. It seems a larger percentage of new assistant professors are being hired in the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in teacher education, general programs, and in other disciplines/ major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Roy Jones is an assistant professor in the Extension Division of Virginia Polytechnic Institute and State University, Blacksburg, Virginia.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blavelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259

SALARY-TREND STUDY OF FACULTY IN VISUAL AND PERFORMING ARTS FOR THE YEARS 1985-86 AND 1988-89

By
Richard D. Howe
and Linda A. Miller

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1988-89. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 45 selected academic disciplines including visual and performing arts. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of visual and performing arts in the CIP is as follows:

> A summary of groups of instructional programs that describe the creation and perception of auditory, kinesthetic, and visual phenomena which express ideas and emotions in various forms, subject to aesthetic criteria.*
>
> [*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 157.--50.)]

This article presents a summary of the overall average salary increases in the discipline/major field of visual and performing arts from the "baseline

year" of 1985-86 to and including the "trend year" of 1988-89 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1985-86, 202 also participated in 1988-89. Data from those same 202 institutions were used in both the baseline year and the trend year. Of the 440 institutions which participated in CUPA'S PRIVATE study of 1985-86, 259 also participated in 1988-89. Data from those same 259 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of visual and performing arts faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1985-86 and 1988-89).

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of visual and performing arts in the 1985-86 state study means that 35 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1985-86, STATE 1988-89, PRIVATE 1985-86 and PRIVATE 1988-89. For example, a SALARY FACTOR of .91 for assistant professors in the discipline/major field of visual and performing arts in the 1985-86 state study means that their salaries are 9 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1985-86 or 1988-89). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 45 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of visual and performing arts with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1988-89 will lessen the reliability and validity of any conclusions that one might make

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
STATE, 1985-86:							VISUAL AND PERFORMING ARTS											
AVERAGE SALARY:	35905	203	46	29017	246	51	23518	214	46	22565	28	16	20139	35	22	28889	698	60
FAC MIX PCT:	0.29			0.35			0.31			0.04			0.05			1.00		
SALARY FACTOR:	0.94			0.93			0.91			0.90			0.97			0.92		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38112	17636		31074	15884		25911	14019		25065	1932		20777	3986		31282	51525	202
FAC MIX PCT:	0.34			0.31			0.27			0.04			0.08			1.00		
STATE, 1988-89:							VISUAL AND PERFORMING ARTS											
AVERAGE SALARY:	41624	225	53	33916	245	58	27258	255	59	25485	27	18	24390	57	27	33268	782	65
FAC MIX PCT:	0.29			0.31			0.33			0.03			0.07			1.00		
SALARY FACTOR:	0.93			0.93			0.90			0.87			1.04			0.91		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44577	18904		36431	16110		30416	15286		29332	2573		23527	4252		36562	54552	202
FAC MIX PCT:	0.35			0.30			0.28			0.05			0.08			1.00		
PRIVATE, 1985-86:							VISUAL AND PERFORMING ARTS											
AVERAGE SALARY:	34700	90	29	27841	119	40	22499	112	43	22096	10	10	19055	30	19	27144	351	64
FAC MIX PCT:	0.26			0.34			0.32			0.03			0.09			1.00		
SALARY FACTOR:	0.91			0.95			0.93			0.94			0.98			0.91		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	38230	8391		29339	8352		24113	8321		23430	1204		19473	1985		29765	27049	259
FAC MIX PCT:	0.31			0.31			0.31			0.04			0.07			1.00		
PRIVATE, 1988-89:							VISUAL AND PERFORMING ARTS											
AVERAGE SALARY:	40515	115	34	32318	126	43	26010	141	51	26191	19	13	22241	20	16	31949	402	72
FAC MIX PCT:	0.29			0.31			0.35			0.05			0.05			1.00		
SALARY FACTOR:	0.90			0.93			0.91			0.93			0.98			0.91		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	44926	8877		34585	8852		28554	8980		28166	1388		22636	1918		35099	28627	259
FAC MIX PCT:	0.31			0.31			0.31			0.05			0.07			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 60 of the 202 state (AASCU) institutions. The average salary of the 698 faculty was $28,889. This average salary was approximately 8 percent (0.92) lower than the average salary of $31,282 for all 51,525 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1988-89 salary study in the above table, the discipline/major field of visual and performing arts was reported in 65 of the same 202 state (AASCU) institutions. The average salary of the 782 faculty was $33,268. This average salary was approximately 9 percent (0.91) lower than the average salary of $35,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1988-89 state study.

The increase in average salaries for all faculty in the visual and performing arts after three years in the state institutions studied was 15.1 percent ($33,268 minus $28,889 equals $4,379). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 4.5 percent or an average of 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 16.9 percent ($36,562 minus $31,282 equals $5,280). In comparison to the discipline/major field of visual and performing arts (15.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.8 percent (16.9% minus 15.1% equals 1.8%) more than faculty in the discipline/major field of visual and performing arts.

The reader may note that the faculty mix percentage in visual and perform-

ing arts was lower at the professor rank than at the assistant professor rank in both the state studies: 0.29 vs. 0.31 (1985-86) and 0.29 vs. 0.33 (1988-89), respectively. The differences in the faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.27 (1985-86) and 0.35 vs. 0.28 (1988-89), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors, but a lower percentage of assistant professors compared to visual and performing arts in both state studies.

Finally, the hiring rate of new assistant professors in visual and performing arts was slightly higher in the 1985-86 study: 4 percent (28/698) vs. 3.7 percent (1,932/51,525) in ALL MAJOR FIELDS. However, the hiring rate of new assistant professors in visual and performing arts in 1988-89 was 3.5 percent (27/782) vs. 4.7 percent (2,573/54,552) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of visual and performing arts was more than that for ALL MAJOR FIELDS in the 1985-86 study but less in the 1988-89 state study.

RESULTS OF THE TWO PRIVATE STUDIES, 1985-86 AND 1988-89

In the PRIVATE 1985-86 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 64 of the 259 private institutions. The average salary of the 351 faculty was $27,144. This average salary was approximately 9 percent (0.91) lower than the average salary of $29,765 for all 27,049 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1988-89 salary study in the above table, the field of visual and performing arts was reported in 72 of the same 259 private institutions.

The average salary of the 402 faculty was $31,949. This average salary was approximately 9 percent (0.91) lower than the average of $35,099 for all 28,627 faculty in ALL MAJOR FIELDS in the 1988-89 private study.

The increase in average salaries for all faculty in the visual and performing arts after three years in the private institutions studied was 17.7 percent ($31,949 minus $27,144 equals $4,805). The CPI of increased cost-of-living between October 1985 and October 1988 was 10.6 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 7.1 percent or 2.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 17.9 percent ($35,099 minus $29,765 equals $5,334). In comparison to the discipline/major field of visual and performing arts (17.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .2 percent (17.9% minus 17.7% equals .2%) more than faculty in the discipline/major field of visual and performing arts.

The reader may note that in the field of visual and performing arts, the faculty mix percentage is lower at the professor rank than at the assistant professor rank in both the private studies: 0.26 vs. 0.32 (1985-86), respectively; and 0.29 vs. 0.35 (1988-89), respectively. This is quite different from the FAC MIX PCT for the professor and assistant professor ranks in ALL MAJOR FIELDS: 0.31 vs. 0.31 (1985-86), respectively; and 0.31 vs. 0.31 (1988-89), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in the visual and performing arts in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1985-86, 2.8 percent (10/351) vs. 4.5 percent (1,204/27,049), respectively; and in 1988-89, 4.7 percent (19/402) vs. 4.8 percent (1,388/28,627), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of visual and performing arts and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1985-86 through the "trend year" of 1988-89. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,233 faculty in the discipline/major field of visual and performing arts participated and were included in the overall total of 161,753 faculty in all 45 disciplines/major fields in all four studies. The same 202 state (AASCU) institutions and the same 259 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of visual and performing arts is currently (1988-89) some 9 and 12 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies. The average faculty salary for visual and performing arts in the private institutions was approximately 6 percent less in comparison to that in the state institutions in 1985-86. The average faculty salary in the private institutions is now (1988-89) 4 percent less compared to that in the state institutions.

Second, the CPI of October 1988, in comparison to the CPI of October 1985, indicates that the faculty in visual and performing arts in both the state and private institutions received overall salary increases for three years above the cost-of-living. Increases in visual and performing arts faculty salaries in both the state and private institutions lagged behind those in ALL MAJOR FIELDS during this same period. Visual and performing arts faculty in both the state

and private institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS.

Third, in the discipline/major field of visual and performing arts for 1988-89, the assistant professor rank has a higher percentage of faculty compared to full professor rank in both the state and private institutions. The full professor rank appears to be increasing in the private institutions, whereas in the state institutions the percentage remains the same. It seems a larger percentage of new assistant professors are being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in visual and performing arts, and in other disciplines/ major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Linda A. Miller is a research analyst in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
B) LIST OF STATE Participating Institutions, page 11
C) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

AGRIBUSINESS AND AGRICULTURAL PRODUCTION

ANTHROPOLOGY

ARCHITECTURE AND ENVIRONMENTAL DESIGN

AREA AND ETHNIC STUDIES

AUDIOLOGY AND SPEECH PATHOLOGY

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS AND MANAGEMENT

BUSINESS ECONOMICS

CHEMISTRY

COMMUNICATION TECHNOLOGIES

COMMUNICATIONS

COMPUTER & INFORMATION SCIENCES

CURRICULUM AND INSTRUCTION

DRAMATIC ARTS

EDUCATION

EDUCATION ADMINISTRATION

ENGINEERING

FINE ARTS

FOREIGN LANGUAGES

GEOGRAPHY

GEOLOGICAL SCIENCES

HISTORY

HOME ECONOMICS

LETTERS

LIBRARY AND ARCHIVAL SCIENCES

LIFE SCIENCES

MATHEMATICS

MULTI-INTERDISCIPLINARY STUDIES

MUSIC

NURSING

PHILOSOPHY AND RELIGION

PHYSICAL EDUCATION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PSYCHOLOGY

READING EDUCATION

SECRETARIAL AND RELATED PROGRAMS

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

STUDENT COUNSELING AND PERSONNEL SERVICES

TEACHER EDUCATION, GENERAL PROGRAMS

VISUAL AND PERFORMING ARTS

TOTAL: 45

APPENDIX B

CUPA State (AASCU) Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technological University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Blackhills State College (SD)
Bluefield State College (WV)
California State University at Fullerton (CA)
California State University at Long Beach (CA)
California State University at Stanislaus (CA)
California University of Pennsylvania (PA)
Castleton State College (VT)
Central Connecticut State University (CT)
Central Michigan University (MI)
Central Missouri State University (MO)
Central State University (OK)
Central Washington University (WA)
Christopher Newport College (VA)
Citadel, The Military College of S.C., The (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of Univ. of Virginia (VA)
College of Charleston (SC)
College of Staten Island - CUNY, The (NY)
Columbus College (GA)
Concord College (WV)
Dakota State College (SD)
Delta State College (MS)
Dickinson State University (SD)
East Central State University (OK)
East Stroudsburg University (PA)
East Texas State University (TX)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern Kentucky University (KY)
Eastern Michigan University (MI)
Eastern New Mexico University (NM)
Eastern Washington University (WA)
Edinsboro University of Pennsylvania (PA)
Fitchburg State College (MA)
Florida A & M University (FL)
Florida Atlantic University (FL)
Florida International University (FL)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion College (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern College (GA)
Georgia Southwestern College (GA)
Glenville State College (WV)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Humacao University College (PR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Keene State University (NH)
Kent State University (OH)
Kutztown University (PA)
Lake Superior State University (MI)
Lander College (SC)
Lewis Clark State College (ID)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport(LA)
Marshall University (WV)
Mary Washington College (VA)
Mayville State University (ND)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College (CO)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Missouri Southern State College (MO)
Missouri Western State College (MO)
Morehead State University (KY)
Murray State University (KY)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Carolina A & T State University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern State College (SD)

Participating Institutions, continued:

Northwest Missouri State University (MO)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Pan American University (TX)
Peru State College (NB)
Pittsburg State University (KS)
Plymouth State College (NH)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Richard Stockton State College (NJ)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Savannah State College (GA)
Shippensburg University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southern Arkansas University (AR)
Southern Connecticut State University (CT)
Southern Illinois University at Edwardsville (IL)
Southern Illinois University of Carbondale (IL)
Southern Orange State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York at Plattsburgh (NY)
State University of New York College at Brockport (NY)
State University of New York College at Buffalo (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Genesco (NY)
Stephen F. Austin State University (TX)
SUNY College of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & I University (TX)
Texas A & M University at Galveston (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Baltimore (MD)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs(CO)
University of the District of Columbia, The (DC)
University of Houston at Clear Lake (TX)
University of Lowell (MA)
University of Maine at Presque Isle (ME)
University of Maryland-Baltimore County, The (MD)
University of Missouri - St. Louis (MO)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada at Las Vegas (NV)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Science & Arts of Oklahoma (OK)
University of South Alabama (AL)
University of South Carolina at Spartanburg (SC)
University of South Florida (FL)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas, The (TX)
University of Texas at San Antonio (TX)
University of Wisconsin - Eau Claire (WI)
University of Wisconsin - La Crosse (WI)
University of Wisconsin - Oshkosh (WI)
University of Wisconsin - Platteville (WI)
University of Wisconsin - Stevens Point (WI)
University of Wisconsin - Stout (WI)
University of Wisconsin - Superior (WI)
University of Wisconsin - Whitewater (WI)
Valdosta State College (GA)
Valley City State University (ND)
Weber State College (UT)
West Georgia College (GA)
West Liberty State College (WV)
West Texas State University (TX)
West Virginia College of Graduate Studies (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College (MT)
Western New Mexico University (NM)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Western Washington University (WA)
Wichita State University, The (KS)
William Paterson College (NJ)
Winthrop College (SC)
Youngstown State University (OH)

Total: 202

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1985-86 and 1988-89

Institutions Participating in Both Studies:

Adelphi University (NY)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American Technological University (TX)
American University, The (DC)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Assumption College (MA)
Augustana College (IL)
Averett College (VA)
Avila College (MO)
Azusa Pacific University (CA)
Baldwin-Wallace College (OH)
Barnard College (NY)
Barry University (FL)
Bellarmine College (KY)
Belmont Abbey College (NC)
Bethany College (WV)
Bethel College (KS)
Bethel College (MN)
Bethune-Cookman College (FL)
Biola University (CA)
Birmingham-Southern College (AL)
Bloomfield College (NJ)
Boston University (MA)
Bradley University (IL)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryant College (RI)
Bucknall University (PA)
Butler University (IN)
Cabrini College (PA)
Carlow College (PA)
Catholic University of America, The (DC)
Catholic University of Puerto Rico (PR)
Cedar Crest College (PA)
Central College (IA)
Central Wesleyan College (SC)
Christian Brothers College (TN)
Clarkson University (NY)
College Misericordia (PA)
College of Great Falls (MT)
College of Mount St. Joseph (OH)
College of Notre Dame of Maryland (MD)
College of Saint Benedict (MN)
College of Saint Elizabeth (NJ)
College of St. Joseph (VT)
College of Saint Rose, The (NY)
College of St. Scholastica (MN)
College of the Holy Cross (MA)
Columbia College (MO)
Concordia College (MI)
Concordia College (MN)
Concordia College (WI)
Cooper Union for the Advancement of Sci. and Art,The(NY)
Cornell College (IA)
Cornell University (NY)
Covenant College (TN)
Creighton University (NE)
D'Youville College (NY)
Defiance College, The (OH)
DePaul University (IL)
DePauw University (IN)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)
Drake University (IA)
Drew University (NJ)
Eastern Mennonite College and Seminary (VA)
Eckerd College (FL)
Elmhurst College (IL)
Elms College (MA)
Emerson College (MA)
Fairfield University (CT)
Fort Wayne Bible College (IN)
Franklin and Marshall College (PA)
Franklin Pierce College (NH)
Furman University (SC)
George Fox College (OR)
George Washington University, The (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Grand View College (IA)
Greensboro College (NC)
Hamilton College (NY)
Hamline University (MN)

Participating Institutions, continued:

Hampton University (VA)
Hannibal-LaGrange College (MO)
Hartwick College (NY)
Hastings College (NE)
Heidelberg College (OH)
Holy Family College (PA)
Houghton College (NY)
Howard University (DC)
Huron College (SD)
Illinois Benedictine College (IL)
Illinois Institute of Technology (IL)
Immaculata College (PA)
Incarnate Word College (TX)
Ithaca College (NY)
Jarvis Christian College (TX)
John Carroll University ((OH)
Johns Hopkins University (MD)
Judson College (IL)
Kalamazoo College (MI)
Kenyon College (OH)
Keuka College (NY)
LaRoche College (PA)
Lafayette College (PA)
Lakeland College (WI)
Lancaster Bible College (PA)
Lebanon Valley College (PA)
LeMoyne College (NY)
Lenoir-Rhyne College (NC)
Lewis & Clark College (OR)
Limestone College (SC)
Linfield College (OR)
Long Island University (NY)
Loras College (IA)
Loyola College in Maryland (MD)
Lubbock Christian University (TX)
Luther College (IA)
Lynchburg College (VA)
Lyoming College (PA)
Madonna College (MI)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College (NY)
Marymount Manhattan College (NY)
Maryville College (TN)
Marywood College (PA)
McPherson College (KS)
Mercy College of Detroit (MI)
Mercyhurst College (PA)
Meredith College (NC)
Midland Lutheran College (NE)
Millikin University (IL)
Millsaps College (MS)
Missouri Baptist College (MO)
Moravian College (PA)
Mount Mary College (WI)
Mount Mercy College (IA)
Mount St. Mary's College (CA)
Mount Vernon College (DC)
Mount Vernon Nazarene College (OH)
Muskingum College (OH)
Nazareth College (MI)
Neumann College (PA)
New England College (NH)
North Central College (IL)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich University (VT)
Oakwood College (AL)
Ohio Northern University (OH)
Ottawa University (KS)
Our Lady of Holy Cross College (LA)
Pepperdine University (CA)
Piedmont College (GA)
Pikeville College (KY)
Presbyterian College (SC)
Presbyterian School of Christian Education (VA)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)
Reed College (OR)
Regis College (CO)
Regis College (MA)
Rensselaer Polytechnic Institute (NY)
Rider College (NJ)
Rochester Institute of Technology (NY)
Rockford College (IL)
Rockhurst College (MO)
Rocky Mountain College (MT)
Roosevelt University (IL)
Rose-Hulman Institute of Technology (IN)
Russell-Sage College (NY)
Saint Edward's University (TX)
Saint Joseph College (CT)
Saint Mary College (KS)
Saint Vincent College (PA)
Salem College (NC)
Salem College (WV)
Salve Regina--The Newport College (RI)
Samford University (AL)
Santa Clara University (CA)
School of the Ozarks, The (MO)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill (PA)

Participating Institutions, continued:

Siena College (NY)
Siena Heights College (MI)
Simpson College (IA)
Southwestern Assemblies of God Colleges (TX)
Spalding University (NY)
Springfield College (MA)
St. Bonaventure University (NY)
St. Francis College (NY)
St. Mary's University (TX)
St. Norbert College (WI)
Stevens Institute of Technology (NJ)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
Texas Lutheran College (TX)
Tiffin University (OH)
Tri-State University (IN)
Trinity College Inc. (VT)
Trinity University (TX)
Tulane University (LA)
University of Dallas, The (TX)
University of Dayton (OH)
University of Detroit (MI)
University of Evansville (IN)
University of LaVerne (CA)
University of Miami (FL)
University of Portland (OR)
University of Richmond (VA)
University of San Diego (CA)
University of St. Thomas (TX)
University of the South, The (TN)
University of Tampa, (FL)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Viterbo College (WI)
Walsh College (OH)
Warner Southern College (FL)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
Waynesburg College (PA)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Westmar College (IA)
Westminister College of Salt Lake City (UT)
Whitman College (WA)
Wilkes College (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (DE)
Wingate College (NC)
Wittenburg University (OH)

Total: 259